Monthly Executive Meeting



- August 30, 2021 @ 7pm Virtual Meeting
- Chair: Nadia Elmasry Weiss, Secretary: Cindy Holland

1. Attendance

Officers Quorum: President or VP + 3 Officers + 50% Directors						
Nadia Elmasry Weiss	Υ	Barry Keen N		Nathan Woods	Υ	
Chris Taylor	Υ	Brad Shantz	Υ	Mike Heckendorn	Υ	
Josh Gruhl	Υ	Cindy Holland	Υ	Katie Hackert	Υ	
Directors						
Kevin Brown	Y	Mark Trimble	Y	Aaron Hardy	Υ	
Luke Baleshta	Y	Jenna Abate	Y	Donna Harrington	Υ	
Mike Stiles	Y					
Staff						
Donna Harrington	Υ					
Guest(s)						
Alex Martin	N	Kurt Wilkie	Υ			

2. Agenda

- Call to order
- Guest(s) have the floor
- Previous Minutes
- Reports
- Old Business
- New Business
- Adjourned

3. Appendices

A. Financial Statements

4. Call to Order

- time: 7:03PM

5. Guest(s) have the floor

- Kurt Wilkie chatted about the following
 - Referee COVID screening last year he provided a screening sheet that tracked and time stamped refs. We are going to let Kurt know exactly what the new protocols will be in terms of screening for the refs - WMHA will provide Kurt with screening recommendations.
 - Access to Buildings Access to the facility will remain the same at 15 mins prior to the game. Mention was made that the doors won't be locked. But recommendation will be to not enter until then.
 - Vaccine Mandates No mandates have been set at this point, WMHA will continue to monitor the status and update on any changes.
 - Woolwich Weekend Is on schedule and will keep Kurt up-to-date on the status
 of that tournament as the weeks progress.
 - Local League Tournament Nothing has been planned yet, but again will keep Kurt up-to-date on the status of that.
 - Exhibition Game Start times Preference would be to not start a game before
 6pm. It's harder to get refs for any earlier. Donna will make a correction in the schedule to reflect that.
 - Scheduling Kurt would like at least a week notice for new games appearing on the schedule. Obviously there will be last minute adds, but for the most part in order to ensure we have ample staff the more notice the better.
 - Game Curfews No curfews for games
 - Game Times To be determined at a later date.
 - Game Sheets/App Rep will continue using the app and Local League will continue to use the paper version.
 - oneDB/Sporthead app Donna to setup the account for Kurt to be able to correspond with the crew of Referees

6. Previous Minutes

- Motion to approve the reports Nathan Woods
- 2^{nd-} Mike Stiles

Call to Action Items:

- Katie & Donna to work through registration issues with users who re-registered (complete)
- Katie to change signing agents at bank (sept 18th will change over)
- Luke to meet with Josh and committee regarding player safety & plan next steps (Complete)
- Mike or Donna Update revised constitution to website. (Complete)
- Donna to set up timekeeper applications & scheduling (Complete)
- Aaron to work with the Fundraising committee on next steps. (Complete)
- Mark to look into name bar consistencies (Complete)
- Mark/Aaron to inquire about CCM suits stock and options for teams (Complete)
- Aaron to update and get contracts revised and signed by vendors. And book meetings regarding other items on agenda. (Complete)
- Donna to verify payment schedule for tournament. (Complete)
- Nathan connect with David about next steps for tournament (Complete)
- Cindy will continue to update the schedule for in person meetings come September. (ongoing)
- Donna to work through a schedule for pre-tryouts and hitting clinics based on expectations set by OMHA and our executive. (Complete)
- Donna to post approved June Meeting minutes. (Complete)

7. Reports

- Are there any items that need to discussed tonight for the reports submitted?
 - Items discussed have been posted below in new business.
- Motion to approve the reports
 - 1st Mike Stiles
 - o 2nd Josh Gruhl

7.1. President - Nadia Elmasry Weiss

- First Shift program for winter is full.
- Development ice times for September are open for registration. Run from September 7-15.

7.3. Vice-President - Representative Teams - Nathan Woods

Permission to Skate forms coming Sep 1

Covid Protocol Updates:

- Vaccines not mandated by OMHA
- OHF/OMHA working on updated framework; however, the expectation is 2021/2022 rules & rosters to resemble traditional hockey
- Asking township for updated Arena and Dressing room Safety Package. This
 needs to be communicated to members, players, team officials, parents, and
 other teams

Season Structure Update

- Season structure continuing as planned with tryouts beginning Sep 24 for the 'A' teams
- AE Tryout timing to be determined early Sep. Still need coaches for U13 & U18
- OMHA is offering Midget AE programming in 2021/2022. Provides opportunity to compete for OMHA championship. Currently 7 teams in AE (Brampton, CW, Dundas, Erin, Hespeler, Milton, Orangeville) and 7 in MD. We need to confirm by Sep 25 what direction Woolwich is going
- U8 will be called MD. It will be exclusively cross ice. Season starts after Remembrance Day. Championship day will be a 'fun day'
- U9 will be Rep with AAA, AA, A and LL. There is no U9MD. U9 will transition to full ice Jan 15. There is no OMHA but there will be a Tri County League Champion. Championship dates are flexible – might be the 1st weekend of April or the last weekend in arch. Looking for association to host
- Tri-County is exploring the possibility of running Juvenile in 2021/2022. Up until this point, Woolwich was planning to play again in the Beechy league. Dan Edge, Beechy league convener, indicates there are currently 5 centers intending to have a team. There will be a call late September to formalize the season plan
- Tri County is drastically short on associations offering to host Tri County Championship weekend March 26 & 27. Currently only 4 centers offering to host but need another 14
- Associations can provide body checking educational sessions for their players in the Preparation Phase prior to tryouts. OMHA/Tri-County does not mandate players to participate in body checking training, but recommends tryouts be conducted without body checking if players do not have the opportunity to be exposed to training by their association
- So far 2 exceptional player movement applications have been submitted one for U8 to U9 (exception since the rule is only to apply for U11 and above) and another for U9 to U11. Will need to conduct evaluations of these two players to complete the process.
- New rule handling full range of inappropriate behaviour coming in 2021/2022 Manual of Operations; 11.1-6 replacing 9.2

- Hosting a Rep coaches meeting Aug 31
- Woolwich Memorial Tournament. Mike Stiles, Mike Heckendorn, Brad Shantz, Donna and Nathan have taken over leading the Tournament Committee. Only 12 teams registered to date (6 of them are Woolwich). Looking for 36-48 teams total. Woolwich executive to decide go or no-go by the beginning of Sep

7.4. Vice-President - Local League Teams - Chris Taylor

- Local League season planning with Centre Wellington is expected to start very soon. Expectation is evaluations will start around Oct 14 with regular season starting around Nov 6. So far I have 2 coaches that have reached out and will be working with Brad shortly to look for interest.
- The Select program relies on the coach to find teams to play. I have a list of about 12 centres that are candidates to play against. As we get coaches they will define their season. Select evaluations expected to start around Oct 7.
- I'll be having correspondence out soon looking for conveners for LL divisions and potentially a 'select' convenor.

Upcoming tasks:

- Meet with CW to discuss season
- Work with Brad to drum up interest in Select/LL coaching staff
- Update Local League Program content on the website
- Update Select Program content on the website
- Continue working with Josh regarding player development with LL
- Find LL conveners

7.5. Vice-President - Coaching - Brad Shantz

Nothing to report

7.6. Vice-President - Player Development - Josh Gruhl

Booking time for the body checking clinics with Tony Code -

7.7. Vice-President - U9 & Below - Mike Heckendorn

Two "exceptional player" status have Been requested. One was excepted one denied.
 Unfortunately I believe these are requested because parents don't want to see their child play half ice hockey. Although I think it's good for kids to be placed in their proper skill groups, moving kids up and out of half ice early is going against exactly what hockey Canada is trying to accomplish.

7.8. Coach Selection Committee - Nathan Woods & Brad Shantz

- Still need two Coaches U13 A/E & U18 A/E
- OMHA-Coaching Clinics all to be virtually clinics (Dates to be coming)

7.9. Player Safety Committee - Josh Gruhl/ Luke Baleshta

- Player Safety Concussion Protocol
- Confirm/set Date for Information Session
- Program Options for the concussion protocol
- Personal Included for this

7.10. Equipment Committee - Mark Trimble

WMHA report; equipment

August, 2021

RFQ was tendered to Sportszone & PK Sportswear for socks for the 2021-22 season.

Summary: orders from previous supplier (Kobe Sportswear) could take 3 + weeks to secure.

Inventory is available as of August 27, 2021, however, can change very rapidly and socks may need to be manufactured leading to increased delivery timelines.

Option 1 – current association sock: KOBE #K3GS47A

https://kobesportswear.com/?s=K3GS47A

QTY: 600

Sportszone: \$9,528.16 + tax. FOB Waterloo, or WMHA can pick @ N/C

PK Sportswear: \$10.260 + freight \$339 + tax.

Sportszone = \$731.84 (socks) + \$339 (freight) = \$1,070 less

Option 2 – more economical, traditional knit style sock, 2 pairs for each player. KOBE #9847H

& 9847A https://kobesportswear.com/?s=9847

QTY: 600 home, 600 away

Sizing: TBD

Spotszone: \$9,046.50 + tax. FOB Waterloo, or WMHA can pick @ N/C

PK Sportszone: \$8,760 + freight \$339 + tax.

Sportszone = \$52.50 less than PK Sportswear once freight is factored in.

Next steps:

Total QTY of socks needed to be determined once registration closes

WMHA needs to decide IF we feel confident in needing socks this season.

For October 1^{st} delivery, order would need to be placed by September 10^{th} (latest), which would provide 2 + weeks production time if supplier is out of inventory.

This would still be cutting things very close and we would potentially have to look at alternate options (striping/NHL pattern) while matching our association colours based on what suppliers have in stock at that time.

7.11. Photo Committee - N/A

No committee this year

7.12. Woolwich Weekend - N/A

Nothing to report.

7.13. Woolwich Cup - N/A

Nothing to report.

7.15. 4 on 4 - N/A

Nothing to report.

7.16. Spiritwear Committee - Aaron

- Online vote happened August 19, and by August 21 2/3 of the Executive had voted Yes to the changes. Details of that are as follows:
 - We went from a one pager to something that outlined in more detail the responsibilities of both parties, gives us some say in what they produce with our logo on it, requires vendors to submit sales reports to us on a monthly basis for program evaluation, protects our design and who can use it, details the amount of the payment and when we expect to receive it, removes us from any possibility of liability for anything using our logo along with some standard stuff in most contracts.

7.17. Constitution Committee – Mike Stiles

• Nothing to Report

7.18. Nomination Committee – Cindy Holland

• Nothing to Report

7.19. Sponsorship Committee - Kevin Brown

Nothing to Report

7.20. Fundraising Committee - Aaron Hardy

1- Cash Calendar - As per previous years we will look to continue this program with the Sugar Kings for 2021 - Last year we raised about \$4000 from this during the pandemic and this year with things opening up I would hope to increase our profit by 25% to \$5000. One of the messages to players/parents is that we would ask for 1 calendar per player but strongly encourage players to get out in the community and look to sell 1 additional calendar for a total of 2 per player. If we could sell 2 per player we could double our revenue to \$8000. To incentivize this I would suggest that every team that sells an average of 2 calendars per player be entered into a draw for a great prize (say \$500 value) to be determined later. This could be a team party or cash reward to go to the team for the coach to use at their discretion.

Timing - TBD but last year this was distributed in October with collection at end of November Delivery/Collection - Distribute to coaches and have a predetermined drop off location for funds/unsold calendars

2 - Pepperstix/Pepperettes - Halendia's has a pretty solid program with great margins (>50%). We have an order form ready to go. These are all individually packaged in bags of 15 and are 50g size.

Timing/Delivery -

- Option 1- We could run this continually with an online order form throughout the year and place a monthly cumulative order on a specific date each month. Promote it through emails to the membership to order and provide a delivery date for each months order
- Option 2 we could choose a 1 month time period and hand out order forms to players as we have done in the past. On order delivery is 2 weeks or less.
- Option 3 We could pre-buy cases for inventory and then equip teams/players with allotments for direct sale, perhaps find local vendors who would be willing to sell them for us in their offices, lunch rooms, etc





The decision to purchase any fundraising product from your organization is *made in just seconds*. Choosing the <u>right product</u> for your fundraising campaign is *critically important*!!

"You have made this process easy! I will recommend this fundraiser to anyone in the future". Stacey W. – John Diefenbaker School

An effective fundraising product should *sell itself*. Halenda's Pepperoni Stix <u>sell fast!</u> They look delicious; taste great and people can pay you with pocket change! A great fundraising product with excellent "perceived value".

"My ten year old can bring them to school and her gluten free friends like them." T.T-(Windsor Aquatic)

The greatest investment you make in fundraising is *your time*. Some fundraising programs *demand too much* of your time. Halenda's Pepperoni are a simple, time effective and VERY profitable fundraising solution. With Halenda's Pepperoni Stix, you finish fundraising faster with less effort and OUTSTANDING revenue.

"On behalf of <u>Free the Children</u>, I would like to send our warmest thank you" V.C Free the Children



Personalized Fundraising Bag

THE HALENDA ADVANTAGE

Double Your Money Guarantee!
Up To 56% Profit!
No Tax. No Minimum Order
We Ship Anywhere In Ontario.
No Nuts, Gluten, Milk, Egg
No M.S.G, Or Trans Fats
Weight Watchers "3 Smart Points"!
No Refrigeration.
Shelf Stable 6 Months
Fundraise Your Way!
COVID Protocol in Place



Halenda's encourages you to *compare your fundraising options* and look carefully at the fundraising profit you earn from the time and effort you must make. Halenda's Pepperoni Stix Fundraiser is simple, easy to manage, time effective and extremely profitable. That's the Halenda Advantage!

Buy Cases	\$ Case Cost	\$ Bag Cost	\$ Stix Cost	\$ Case Profit	Bag Profit \$30 sell	Stix Profit \$2.00 Sell	% Profit
16 bags	per case.	15 Stix pe	er bag (10	mild -5 hot)	240 Stix per	case	
1-7	240.00	15.00	1.00	240.00	15.00	1.00	50%
8-14	229.20	14.33	0.96	250.80	15.68	1.05	52%
15-24	218.86	13.68	0.91	261.14	16.32	1.09	54%
25+	209.01	13.06	0.87	270.99	16.94	1.13	56%

"The most successful fundraiser I have ever run!" - Carrie T. - Barrie Minor Hockey Halenda's Fundraising Phone: 905-576-6328 x 292

915 Nelson St. Oshawa, Ontario L1H 5N7 http://fundraising.halendas.com/

Phone: 905-576-6328 x 292 Email:bschwartz@halendasfundraising.ca

- 3. 50/50 Partner with Friends of Hockey (TBD Could use a contact here Mike H can you line this up?)
 - 500 tickets at \$20 per ticket base price or 3 for \$50 or 6 for \$100 minimum Rev if sold all in \$100

- increments would be \$8333. Split in 2 each partner gets \$4166 less ticket price of about \$200
- Delivery Distribution to coaches/players for sale by teams/parent volunteer, direct selling by board members, FOH to also sell half of the tickets, possible placement at local establishments (rural roots, Nexus, Foresight Canada Office, etc), registration tables, tournament table.
- Timing Get tickets for New year with final draw during a Woolwich tournament
- This plan will generate over \$12000 in funds for the organization

7.21. Communications Committee - Mike Stiles

Nothing to Report

7.22. First Shift Committee - Nadia Elmasry Weiss

First Shift for Winter 2022 has 22 out of 30 participants registered

7.23. Volunteer Committee - N/A

• No committee this year

7.24. Risk Management – Cindy Holland

Nothing to Report

7.25. Goalie Development Committee - Josh Gruhl

Nothing to Report

7.26. Treasurer - Katie Hackert

• Financial statements supplied in Appendix A - Financial Statements

7.27. Website - Donna Harrington

No report

7.28. Office - Donna Harrington

No report

7.29. Registrar - Donna Harrington

Registration numbers:

IP4: 13 IP5: 14 IP6: 24 U9: 66 U11: 66 U13: 72 U15: 83 U18: 82

Development sessions: 115

7.30. Scheduler - Donna Harrington

- Tryout have been scheduled
- U9 and U11 pathway development sessions have been scheduled

7.31. Secretary - Cindy Holland

Nothing to report

7.32. Finance Committee

Nothing to report

7.33. Player Safety – Luke Baleshta

Nothing to report

8. Old Business

9. New Business

(Nathan Woods)

Vaccination Mandates

The Tri-County meeting we had last week, um, it was stated that that OMHA would not mandate vaccines. However, they would strongly encourage or suggest that, that people do get vaccinated. Paul Wilson made it sounds like they're looking and reconsidering things. They have a meeting tomorrow night (Aug 31, 2021). We will re-connect after this meeting.

More controls/regulations mean that we need to manage that information from our end. I don't know what's coming down the pipe in but at the end of the day, we need to follow our PHU, and the governing body. So we, as an association can decide to do, we can talk about that more later. Things are changing and more and more information is coming.

U18 MD vs. AE

In the Tri-County meeting, they talked about offering the option to decide on either MD or AE, there are currently 7 teams signed up for each division. Both divisions geographically make sense so it's a matter of putting a pro/con list together and reaching out to parents of this age bracket to decide if they prefer AE with body contact or MD with no body contact. Then come back and vote on this next week.

Tri County Championship

OMHA is in desperate need for associations to step up to host an age bracket for the championship games. We would pick a category (ie. U11 Minor) and host 9 games. This could be done all in one day or span over two days. Ideally, we want to pick an age category where we're confident our team's going to be there. Nadia suggested Mike Brito's team might be a great candidate and she thinks it's a great idea.

Woolwich Memorial Tournament

At this point the tournament is up in the air, we only have 6 teams registered, so it's hard to tell if we will get more registrations. We will gauge registrations over the next week to see if there is more interest and decide on if we continue. Brad Shantz requested to have the participating teams posted to the website, so other teams can gauge who is there etc. Donna agreed and said she would post to the site.

A request about adding Juvenile division to the tournament and what that might look like. Currently there aren't a lot of tournaments for that age bracket. Decision was made to hold off deciding this until we know more about registration with the other age brackets.

(Josh Gruhl)

Body Checking Clinic

We need to solidify dates and times; Donna booked times for the week of September 20th. We may also consider running another clinic after for players who missed out or players that may AP.

(Kevin Brown)

Sponsorship

Kevin will provide us with an update next month.

(Donna Harrington)

Registration

Discussion was had about closing registration – consensus was to leave it open and not close but book and offline meeting to discuss the wording around tryouts/rep and registration.

Ensuring a player who comes in late knows that they can't tryout for a rep team after the tryouts have happened.

(Mark Trimble)

Socks

Mark has sourced socks for the season and wants to know if he should proceed with the purchase this year. Consensus was yes – order them with the hope of a more normal year. Order will be made based on a regular season numbers, and extra socks will just carry over until next year.

(Aaron Hardy)

Fundraising

Aaron discussed three possible fundraisers cash calendars, pepperettes and 50/50 draw. The executive agreed that the cash calendars and the pepperettes where great to move forward with. The 50/50 would require additional research but could be a possibility later. Aaron will investigate a gaming license through the township for reference.

(Nathan Woods)

Police Checks

As an executive we need to do a better job of getting back on track with staying up-to-date with police checks. Please check your police checks and submit them to Donna so she has records of that – If you require a form to receive a discount please ask Donna.

Website Updates

There are a few things that should be added to the next websites update – some smaller meetings could be made to discuss what needs to be added. A few things came up.

- Advertising the Juvenile division more
- Post about what the Local League will look like this year

(Luke Baleshta)

Concussion Training

Luke is suggesting an interactive training that players and their families can do on their own time. They will learn the following - concussion symptoms, return to play policy, a direction to take after an incident. Luke asked who it should be mandated for – consensus is it's mandated for U15, and optional for U13. Start time has been suggested for beginning of October. Luke will provide more specific details in the coming weeks.

10. Adjourned

Time: 8:11pm

11. Appendices

11.1. Appendix A - Financial Statements

11.1.1. Financial Statements up to Previous Month

8:36 AM 08/18/21 Accrual Basis

Woolwich Minor Hockey Profit & Loss Budget vs. Actual April through July 2021

	Apr - Jul 21	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4 on 4	0.00	0.00	0.00	0.0%
Development Fees Income	250.00	9,710.00	-9,460.00	2.6%
Fundraising				
Cash Calender Fundraising	0.00	14,000.00	-14,000.00	0.0%
Total Fundraising	0.00	14,000.00	-14,000.00	0.0%
Misc Income	0.00	500.00	-500.00	0.0%
Registration	147,642.28	280,000.00	-132,357.72	52.7%
Representative Fees	0.00	83,305.00	-83,305.00	0.0%
Select Fees	0.00	16,000.00	-16,000.00	0.0%
Sponsorship Revenue	0.00	17,000.00	-17,000.00	0.0%
Try out Fee Select	0.00	1,800.00	-1,800.00	0.0%
Try Out Fees	0.00	11,000.00	-11,000.00	0.0%
Total Income	147,892.28	433,315.00	-285,422.72	34.1%
Gross Profit	147,892.28	433,315.00	-285,422.72	34.1%
Expense				
Accounting Fees	0.00	750.00	-750.00	0.0%
Advertising and Promotion	0.00	250.00	-250.00	0.0%
Bank Service Charges	33.72	250.00	-216.28	13.5%
Cash Calendar Fundraising	0.00	10,500.00	-10,500.00	0.0%
Coaches Clinic	0.00	2,875.00	-2,875.00	0.0%
Coaches Dinner	0.00	2,000.00	-2,000.00	0.0%
Concussion testing	0.00	750.00	-750.00	0.0%
Development Fees				
Goalie Development	0.00	2,000.00	-2,000.00	0.0%
Ice	0.00	4,200.00	-4,200.00	0.0%
Instruction	0.00	7,000.00	-7,000.00	0.0%
Development Fees - Other	0.00	0.00	0.00	0.0%
Total Development Fees	0.00	13,200.00	-13,200.00	0.0%
Electronic Game Sheets				
Equipment	0.00	809.00	-809.00	0.0%
Game Fees Cost	0.00	0.00	0.00	0.0%
Electronic Game Sheets - Other	0.00	809.25	-809.25	0.0%
Total Electronic Game Sheets	0.00	1,618.25	-1,618.25	0.0%
Entry Fees	1,832.00	3,480.00	-1,648.00	52.6%

Page 1

8:36 AM 08/18/21 Accrual Basis

Woolwich Minor Hockey Profit & Loss Budget vs. Actual April through July 2021

	Apr - Jul 21	Budget	\$ Over Budget	% of Budget
Equipment Shirt Expense IP Jersevs	0.00	3,000.00	-3,000.00	0.0%
Shirt Expense - Other	0.00	5,000.00	-5,000.00	0.0%
Total Shirt Expense	0.00	8,000.00	-8,000.00	0.0%
Sock Expense Equipment - Other	0.00 0.00	7,500.00 9,480.00	-7,500.00 -9,480.00	0.0% 0.0%
Total Equipment	0.00	24,980.00	-24,980.00	0.0%
Executive Travel Expense Ice costs	0.00 0.00	500.00 280,000.00	-500.00 -280,000.00	0.09 0.09
Ice Scheduler Insurance Expense	2,282.64 -5,703.33 0.00	6,337.50 29,855.00 750.00	-4,054.86 -35,558.33	36.0% -19.1% 0.0%
Interest Expense Internet Services & Website Misc Expense	0.00 0.00 0.00	750.00 0.00 100.00	-750.00 0.00 -100.00	0.0% 0.0% 0.0%
Office Manager Office Manager Assistant	2,329.64 0.00	6,337.50 0.00	-4,007.86 0.00	36.8% 0.0%
Office Rent Expense Office Supplies Playdown fees	0.00 68.39 0.00	1,350.00 500.00 500.00	-1,350.00 -431.61 -500.00	0.0% 13.7% 0.0%
Referee Expense	0.00	29,139.25	-29,139.25	0.0%
Timekeepers Expense	0.00	7,275.25	-7,275.25	0.09
Trophies Try Outs	0.00	3,500.00	-3,500.00	0.09
Body Checking Clinics Ice Costs Ref's	0.00 0.00 0.00	300.00 1,200.00 2,000.00	-300.00 -1,200.00 -2,000.00	0.0% 0.0% 0.0%
Timekeepers Try Outs - Other	0.00 0.00 0.00	260.00 450.00	-260.00 -450.00	0.0% 0.0%
Total Try Outs	0.00	4,210.00	-4,210.00	0.0%
Total Expense	843.06	431,007.75	-430,164.69	0.2%
Ordinary Income	147,049.22	2,307.25	144,741.97	6,373.4%
ome	147,049.22	2,307.25	144,741.97	6,373.4%